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U.S. House of Representatives

SUBCOMMITTEE ON EMPLOYEE BENEFITS
OF THE

COMMITTEE ON POST OFFICE AND CIVIL SERVICE

207 CANNON HOUSE OFFICE BUILDING

Washington, D.C. 20515

April 19, 1971

Enclosed is the twelfth report from the Job Evaluation and Pay Review Task Force of the Civil Service Commission established pursuant to Public Law 91-216.

If you have any comments or questions as to the course of action which the Commission has taken, please contact me at the above address, or call me at 225-6295 (Government Code 180).

Sincerely yours,

Richard Barton
Richard A. Barton
Staff Assistant

Enclosure

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UNITED STATES CIVIL SERVICE COMMISSION
Washington, D. C. 20415

April 15, 1971

Honorable Thaddeus J. Dulski
Chairman, Committee on
Post Office and Civil Service
U. S. House of Representatives
Washington, D. C. 20515

Dear Mr. Chairman:

In accordance with Section 304(c) of Public Law 91-216, the following summarizes the activities of the Job Evaluation and Pay Review Task Force for the period ending April 15, 1971.

I. Principal Tasks Completed or Commenced

- A. The Interim Progress Report was completed, cleared, and sent forward to the President and the Congress in accordance with Public Law 91-216.
- B. The survey of State Merit Systems conducted last year was updated and has now been published as an official document. It contains specific information on classification and pay systems for all 50 States.
- C. As a result of a series of meetings with principal regulatory agencies and all major departments, the workpaper for attorneys in the Government is now undergoing major revision and modification. It is anticipated that this second version will be sent for comment and clearance to principal agencies by the end of May.
- D. Following the meeting held in January with the Health Services Advisory Committee, the 100,000 employees within this category were again reviewed. A staff member is now developing a combined rank-in-job/rank-in-man system for those employees in the Health Services occupations concerned with direct patient care. Other employees in these occupations would be evaluated under one of the basic systems being developed by the Task Force, but with pay scales related to the special category in Health Services defined above.
- E. Initial work is now underway for the development of an evaluation system for leadmen, supervisors, foremen, managers, and general foremen directing workers at all levels in the evaluation systems described in the Interim Progress Report.

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II. Principal Meetings Conducted or Attended

- A. In mid-February a day-long briefing was held for representatives of the Postal Service. This briefing gave them a detailed explanation of the evaluation techniques and pay considerations as developed by the Task Force to date.
- B. In late March a meeting was held with the HEW Secretary's Committee to Study the Public Health Service Commissioned Corps. The purpose of this session was to explain to this select committee the Task Force's activities in the Health Services field and the interrelationships, from an evaluation standpoint, of positions in the commissioned corps as compared to other Health Services personnel in the Government. Continued liaison is being maintained with this group.
- C. Representatives of the Task Force are completing a series of visits to each of the ten regional headquarters where Federal Personnel Councils or Federal Executive Boards have been established representing all agencies in these areas. The purpose of these visits is to explain to Federal personnel officers and managers the work of the Task Force to date, and solicit their comments and reactions. It is anticipated that by the time this round of visits is completed more than 2,000 managerial and executive personnel will have been exposed to the activities of the Task Force as contained in its Interim Progress Report.

Sincerely yours,

/s/

Robert E. Hampton
Chairman

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